



Semi-Annual Report on Female and Minority Employment

July 1, 2007– December 31, 2007

**Personnel Cabinet
February 2008**



TABLE OF CONTENTS

Letter from the Secretary	3
Executive Summary	4
Commonwealth of Kentucky Workforce Analysis.....	7
Statewide Table.....	14
Itemized Utilization Analysis and Tables	
General Government Utilization Analysis	16
Justice and Public Safety Cabinet	66
Transportation Cabinet	68
Economic Development Cabinet	70
Finance and Administration Cabinet	72
Commerce Cabinet.....	74
Education Cabinet	76
Environmental and Public Protection Cabinet	78
Cabinet for Health and Family Services	80
Personnel Cabinet	82
Legislative Branch	84
Utilization Trend Analysis	88
Utilization Trend Tables	89
Appendix A	
EEO Job Category Glossary	91



STEVE BESHEAR
GOVERNOR

COMMONWEALTH OF KENTUCKY
PERSONNEL CABINET
501 HIGH ST., 3rd FLOOR
FRANKFORT, KY 40601
PERSONNEL.KY.GOV

NIKKI R. JACKSON
SECRETARY

February 29, 2008

The Honorable Steve Beshear
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Steve Beshear :

In accordance with KRS 18A.138, I am submitting to you the enclosed report on the status of affirmative action in Kentucky State Government for the six month period of July 1, 2007 through December 31, 2007. This report reflects the Executive Branch minority and female employment utilization statewide and by individual cabinet and/or agencies including the Legislative Branch.

On July 1, 2004, the long-term hiring goal for minorities was raised from 7.51% to 10%. The long-term hiring goal for females was maintained at 52.42%, as established in June 1996. Through these goals your Administration continues its focus on increasing representation in employment by race, ethnicity and gender.

The data for this reporting period reflects mixed results toward these goals. The total number of state employees as of December 31, 2007, was 34,160. The statewide percentage attained as of December 31, 2007, was 9.07% for minorities and 49.48% for females. There was a slight decrease in the minority representation of 0.01 percent and a decrease of 0.12 percent in female representation.

The Personnel Cabinet and the Cabinet for Health and Family Services have exceeded the overall goals for both minority and female employment. The Education Cabinet, Economic Development Cabinet, Legislative Branch, and General Government Cabinet have exceeded the overall goals for female employment.

The Personnel Cabinet, through its Office of Human Resource Planning and Diversity Initiatives, is committed to assisting all agencies to achieve their goal of creating and maintaining a diverse workforce. However, it can only do so to the extent allowed by current statutory restrictions on hiring based on national origin (race) and gender.

Sincerely,

Nikki R. Jackson, Secretary

Enclosure: Semi-Annual Report 7/1/07-12/31/07

Executive Summary

Equal Employment Opportunity (EEO) promotes equity and fairness in employment for all, with particular attention to groups that face employment disadvantages. The policy and practices of EEO are important components of the Commonwealth of Kentucky's commitment to building a diverse, talented workforce that reflects the citizenry it serves.

The Office of Human Resource Planning and Diversity Initiatives, located within the Personnel Cabinet, is committed to assisting agencies in the many efforts needed to create and maintain a diverse workforce. This office continues to identify and develop avenues to assist state agencies with the recruitment and retention of minorities and women.

The Office of Human Resources Planning and Diversity Initiatives has oversight responsibility for all EEO related functions. The State EEO Coordinator reports directly to the secretary of the Personnel Cabinet and is responsible for ensuring compliance with KRS 18A.138. As of August 2005, the state EEO Coordinator and the staff of the Office of Human Resource Planning and Diversity Initiatives are to handle the varying needs of workforce planning. These needs include the areas of EEO/affirmative action, recruitment, retention, diversity inclusion training, and cultural competency (as related to workforce diversity).

The office consists of two divisions: the Division of Diversity Relations and the Division of Equal Employment Opportunity (EEO). The Division of EEO is responsible for assisting in the development and implementation of the state's Affirmative Action Plan, disseminating rules and regulations, providing consultation and technical assistance to agencies for the development and renewal of their affirmative action plans and investigating complaints concerning unfair treatment. Other responsibilities include conducting consultation and training in the areas of EEO/affirmative action, recruitment, retention, and discrimination prevention.

The Division of Diversity Relations is responsible for developing a systematic process for identifying the workforce competencies required to meet the Commonwealth's strategic goals and developing the strategies to meet these requirements. Additionally, this division is responsible for developing and implementing recommendations for policy and program review, providing information for diversity initiatives, as well as developing and implementing public awareness programs for fostering diversity in state government and the public.

The Office of Human Resource Planning and Diversity Initiatives is organized for a more aggressive approach to minority hiring and retention, and works to ensure that state agencies have the information and tools necessary to identify and address the gaps between the work force of today and the human capital needs of tomorrow. The intent of this office is designed to strategically focus on unify existing resources to

achieve the Commonwealth's commitment to diversity and the goals designed to create opportunities for all Kentuckians.

Semi-Annual Report

In an ongoing effort to improve the way we provide information to state agencies and the public, the "Semi-Annual Report on Female and Minority Employment" will continue to evolve with future data and analysis. New reporting features include additional analyses, reporting methodologies and summaries of the data provided. This report should assist each cabinet and agency in tracking the progress of meeting the long-term goals for female and minority employment.

Effective July 1, 2004, the hiring goal for minority employment rose from 7.51 percent to 10 percent. The female hiring goal remained at 52.42 percent.

This report contains employment statistics from July 1, 2007, through December 31, 2007. The data illustrates minority and female employment utilization for the Executive and Legislative Branch.¹ The data in this report does not reflect the cabinets' ability to achieve goals based on workforce availability. Figures concerning workforce availability have yet to be established; however, future utilization and Affirmative Action reports will consider such figures.

Methodology

This report presents data derived from the Customer Information Control System (CICS), the Commonwealth's payroll system. Voluntary information provided by employees on their initial application provides the basis for statistics on gender and minority utilization between July 1, 2007 and December 21, 2007.

For the purpose of this report, the data is a general comparison between the minority and female hiring goals of the state and the current minority and female workforce percentages. Due to number rounding and other adjustments in CICS data, percentages may not always equal 100 percent. The statistical data provided in previous reports for this period may not be identical to the numbers reflected in this report. This is the result of cabinet-wide reorganization and adjustments in the reporting fields. The total number of state employees is comprised of all full-time and interim executive branch employees that are both merit and non-merit.

¹ The Executive Branch includes the various boards and commissions of the Commonwealth: the Office of the Attorney General, the Office of the Auditor of Public Accounts, the Governor's Office, the Office of the Lieutenant Governor, Commerce Cabinet, Cabinet for Economic Development, Education Cabinet, Environmental and Public Protection Cabinet, Finance and Administration Cabinet, Cabinet for Health and Family Services, Justice and Public Safety Cabinet, Personnel Cabinet, the Secretary of State's Office, Transportation Cabinet, the Office of the State Treasurer and the Legislative Branch. The Legislative Branch includes the Legislative Research Commission and the General Assembly.

Structure of Report

This statistical data characterizes the current workforce diversity profile of the Executive Branch. The tables included in this report highlight the utilization and employment goals across the various agencies of state government.

The Minority and Female Utilization Tables illustrate the number of minority and female employees in each EEO job category. These tables compare the minority and female hiring goals with the current minority and female workforce percentages. The tables also provide the number of employees needed to meet the minority and female hiring goals.² The yellow highlighted fields indicate the EEO job categories in which the cabinet or agency has met Kentucky's utilization goals.³

Descriptions of the EEO job categories are located in Appendix A.

² The numbers in this category are rounded up to the nearest tenth in order to provide a figure that can theoretically attain the projected utilization goals.

³ The yellow highlighted fields indicate utilization goals met for each EEO job category found within the particular agencies. The blue highlighted fields indicate utilization goals met for the entire agency.

Commonwealth of Kentucky Workforce Analysis

The data contained in this report presents employment statistics from July 1, 2007 through December 31, 2007.

Statewide Minority Utilization Data⁴

The overall percentage of minorities employed during the reporting period decreased from 9.08 percent to 9.07 percent. The minority hiring goal, reestablished on July 1, 2004, is 10 percent. Minority utilization statewide decreased by 0.01 percent.⁵

The Commonwealth met employment goals in the EEO categories of Paraprofessionals, Service Maintenance and Other. The areas for opportunity include the EEO categories of Administrators, Professionals, Technicians, Protective Services Workers, Office and Clerical Workers, and Skilled Workers.

Statewide Female Utilization Data

The overall percentage of females employed during the reporting period increased from 49.60 percent to 49.48 percent. The female hiring goal reestablished in June 1996, is 52.42 percent. Female utilization statewide decreased by 0.12 percent.⁶

The Commonwealth met employment goals in the EEO categories of Professionals, Paraprofessionals, Office and Clerical Workers and Other. There was a slight increase in female utilization in the EEO categories of Office & Administration, Professional, Technicians, Protective Service Workers, and Skilled Workers. The areas for opportunity include the EEO categories of Administrators, Technicians, Protective Services Workers, Service Maintenance, and Skilled Workers.

Statewide Minority and Female Utilization

Figure 1 represents the total incumbency by cabinet. Figures 2-3 represent the various cabinets' utilization of minority and female employees. Figures 4-5 identify the percentage of incumbents needed to meet the established goals for minority and female employment by cabinet and general government in all EEO categories, within all agencies or departments within each cabinet. Figure 6 identifies a combined comparison of the number of minorities and females needed by cabinets and general government to meet the established goals.

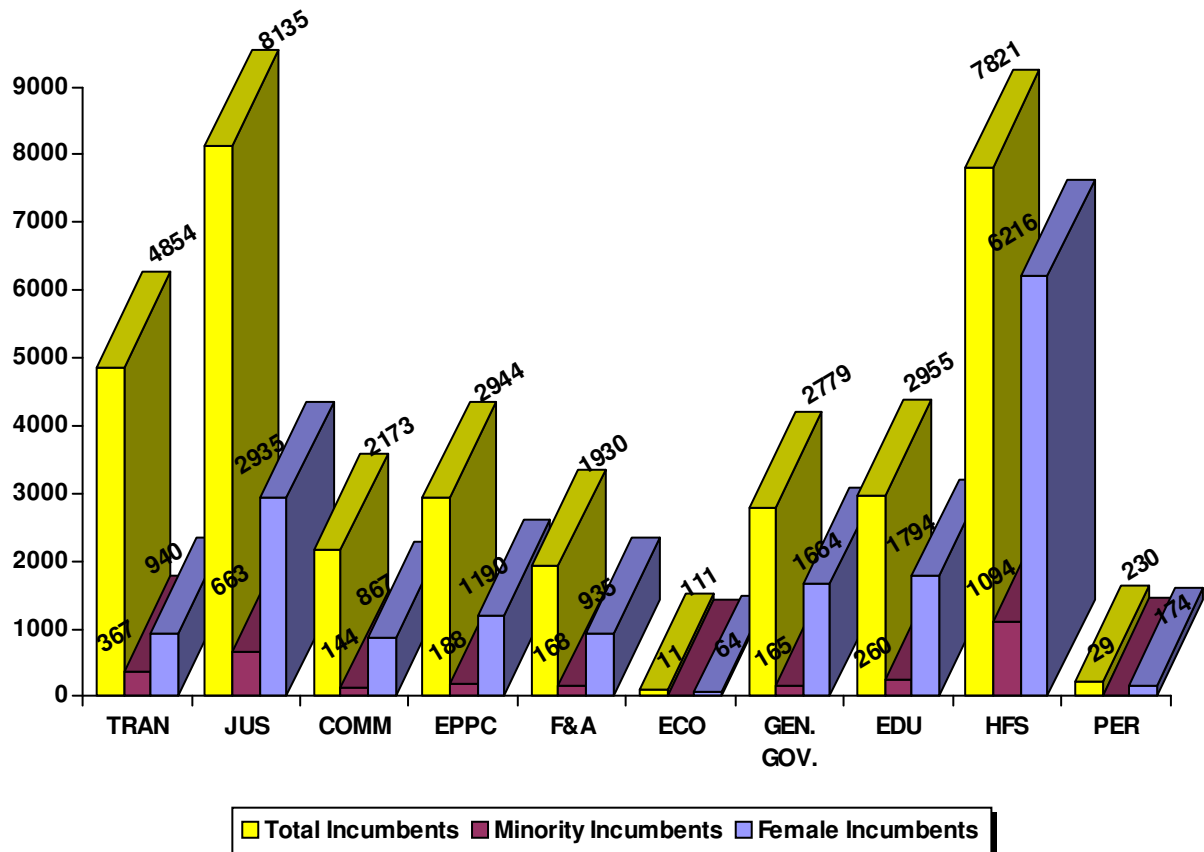
⁴ The Commonwealth of Kentucky work force increased from 33,473 to 34,160.

⁵ Minority hires increased slightly from 3,047 to 3,099. Changes in percentages are attributed to new hires, attrition, and upward mobility in employment status.

⁶ Female hires increased from 16,724 to 16,902.

Figure 1: Total Incumbents by Cabinet with a Comparison of Minority and Female Incumbents

Total Incumbents: 34,160
As of 12/31/07



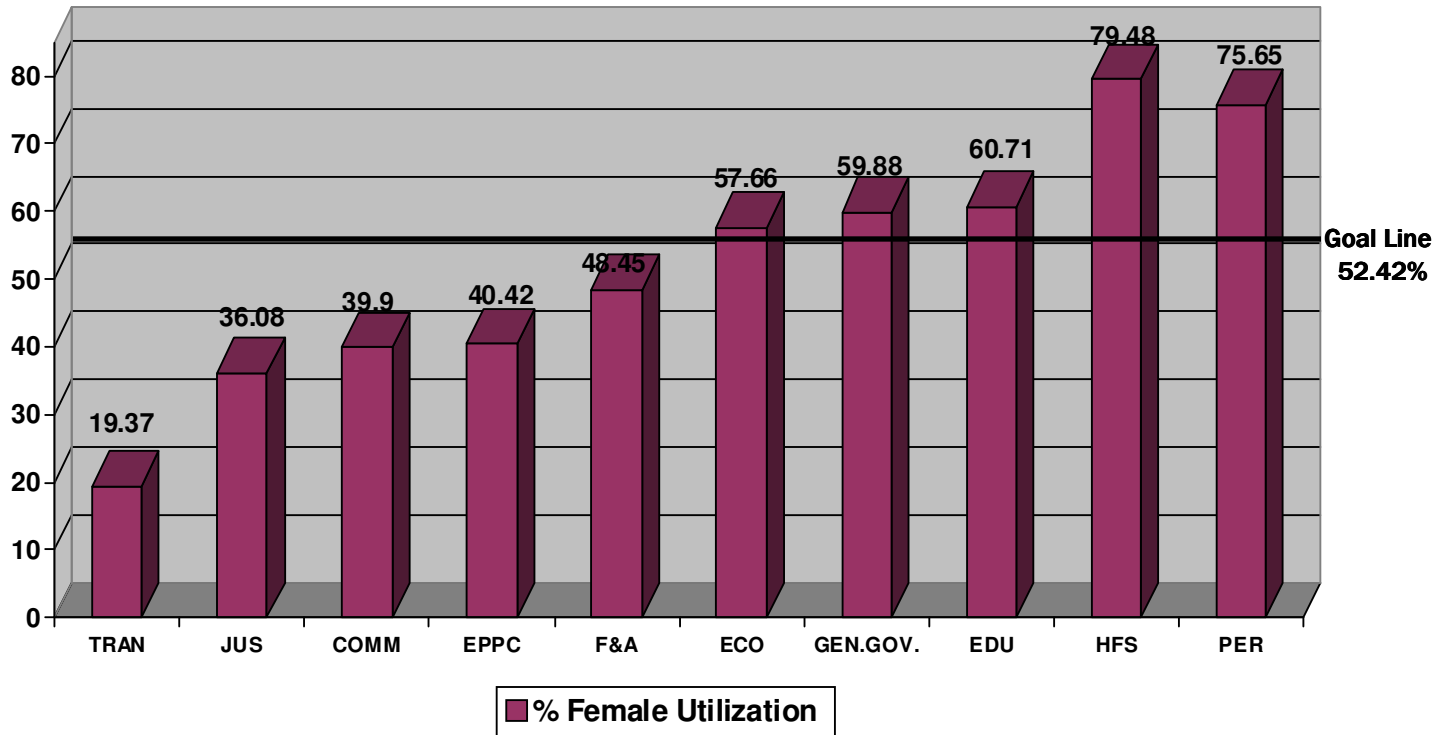
CABINETS

TRAN	- Transportation
JUS	- Justice
COMM	- Commerce
EPPC	- Environmental Public Protection
F&A	- Finance & Administration
ECO	- Economic Development
GEN. GOV.	- General Government
EDU	- Education
HFS	- Health and Family Services
PER	- Personnel

- Values do not reflect workforce availability, which at time of reporting has not been established.

Figure 2: Female Utilization by Cabinet

Cabinet Rankings as of 12/31/07

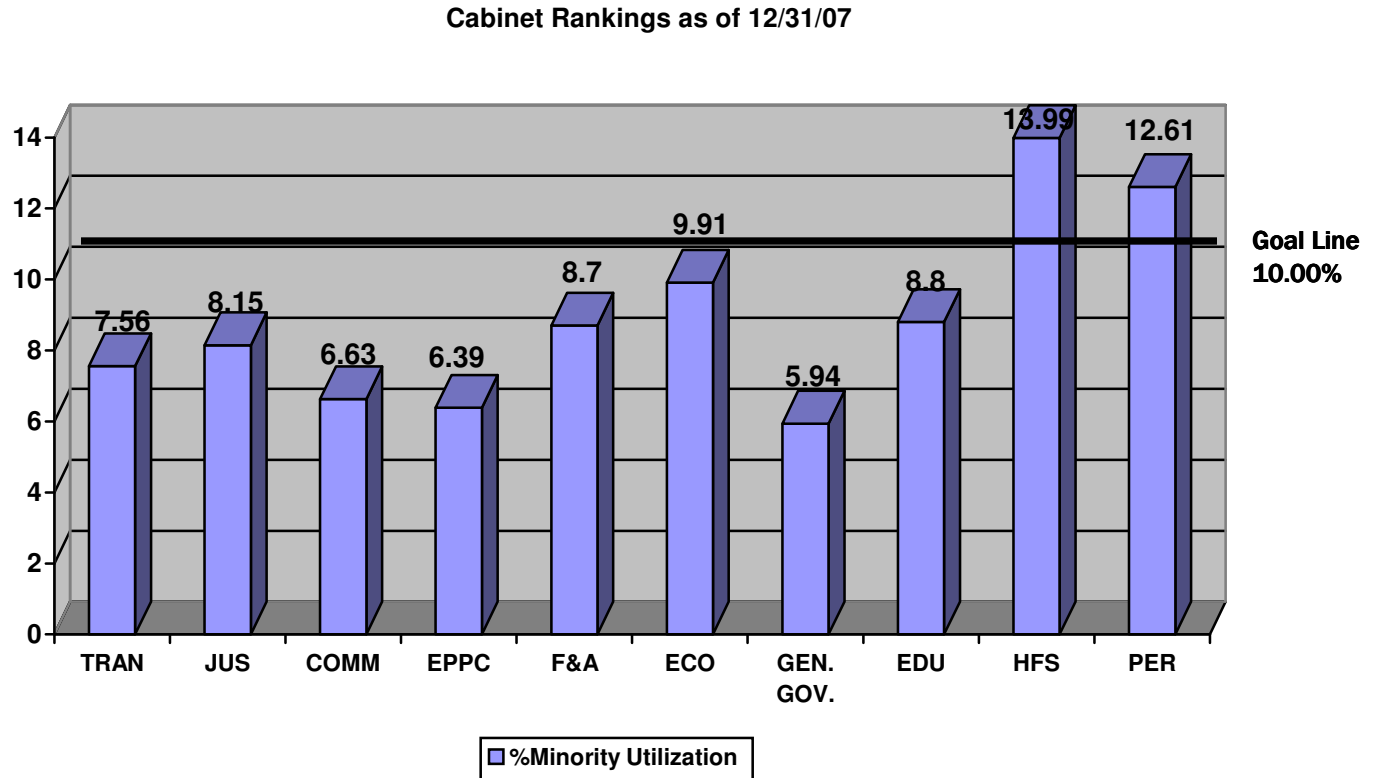


CABINETS

TRAN	- Transportation
JUS	- Justice
COMM	- Commerce
EPPC	- Environmental Public Protection
F&A	- Finance & Administration
ECO	- Economic Development
GEN. GOV.	- General Government
EDU	- Education
HFS	- Health and Family Services
PER	- Personnel

- Values do not reflect workforce availability, which at time of reporting has not been established.

Figure 3: Minority Utilization by Cabinet



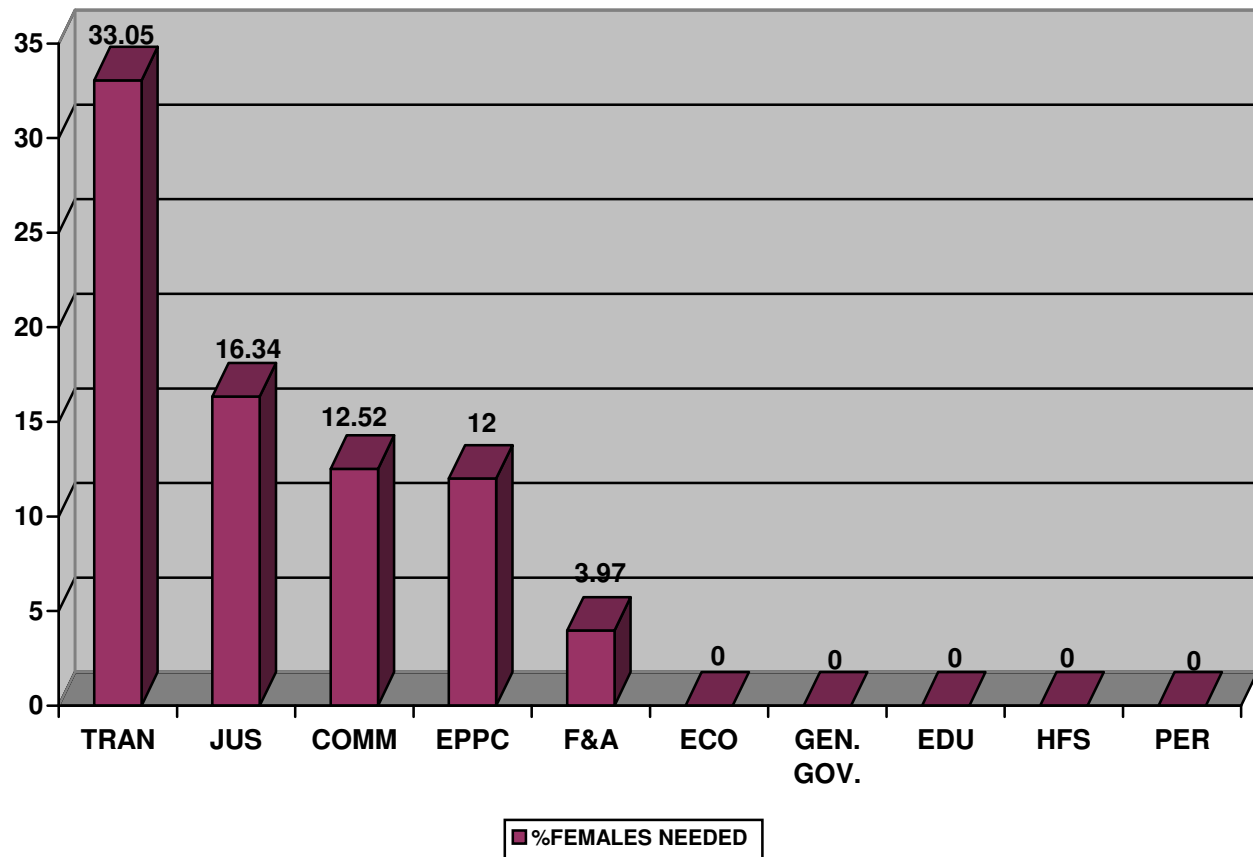
CABINETS

TRAN	- Transportation
JUS	- Justice
COMM	- Commerce
EPPC	- Environmental Public Protection
F&A	- Finance & Administration
ECO	- Economic Development
GEN. GOV.	- General Government
EDU	- Education
HFS	- Health and Family Services
PER	- Personnel

- Values do not reflect workforce availability, which at time of reporting has not been established.

Figure 4: Percentage of Females Needed by Cabinet

Cabinet Rankings as of 12/31/07



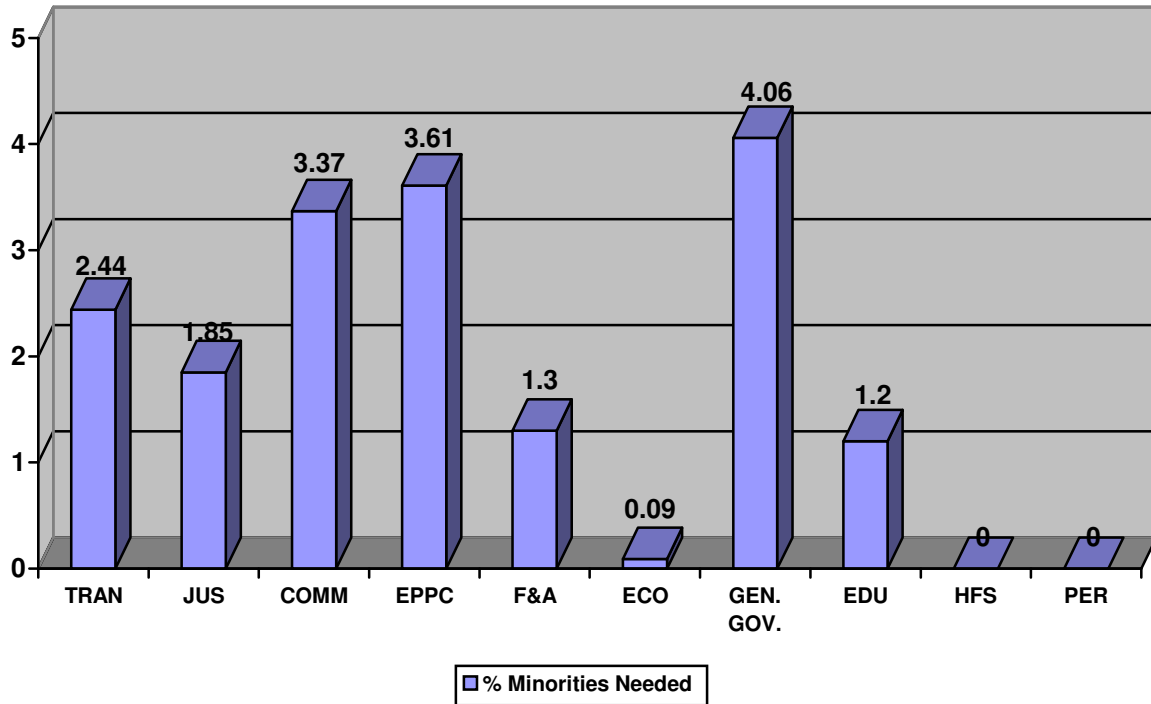
CABINETS

TRAN	- Transportation
JUS	- Justice
COMM	- Commerce
EPPC	- Environmental Public Protection
F&A	- Finance & Administration
ECO	- Economic Development
GEN. GOV.	- General Government
EDU	- Education
HFS	- Health and Family Services
PER	- Personnel

- Values do not reflect workforce availability, which at time of reporting has not been established.

Figure 5: Percentage of Minorities Needed by Cabinet

Cabinet Rankings as of 12/31/07



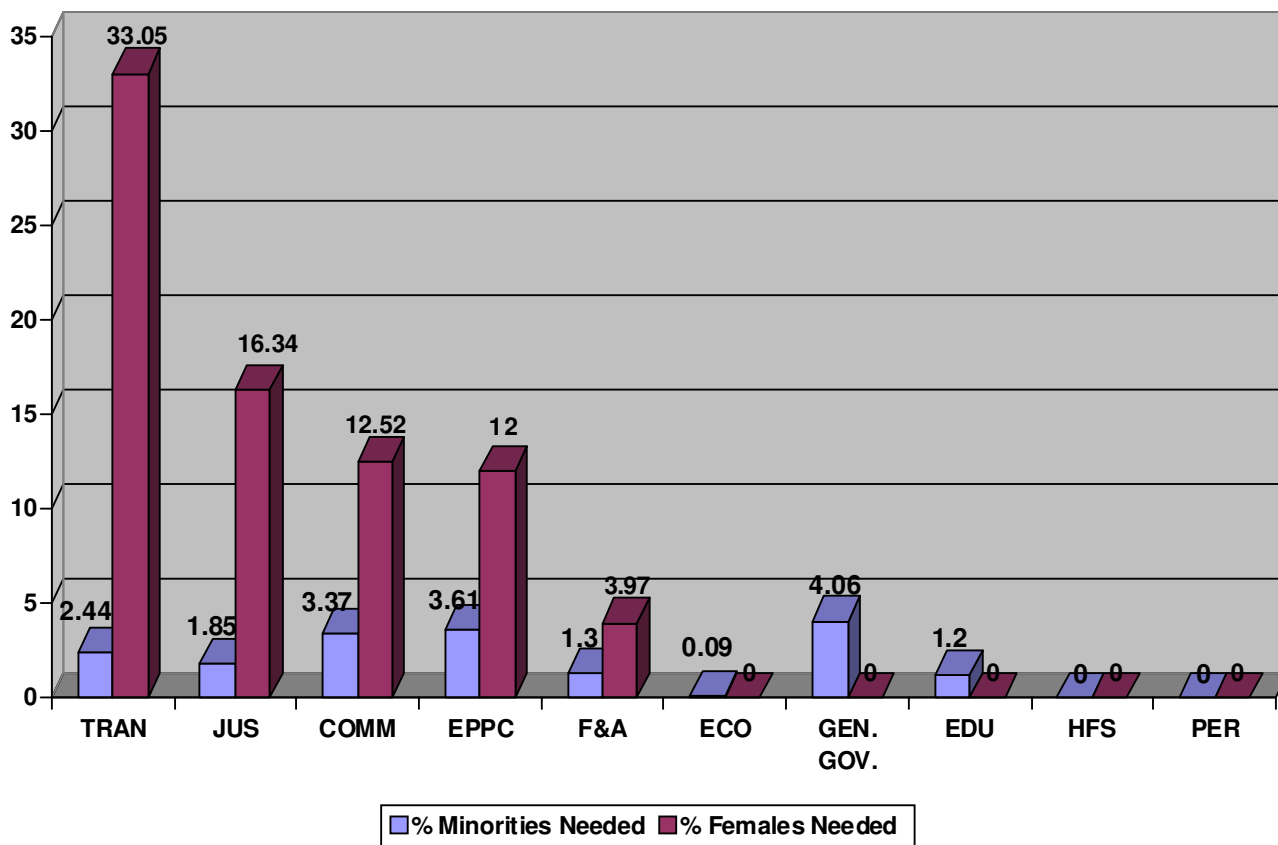
CABINETS

TRAN	- Transportation
JUS	- Justice
COMM	- Commerce
EPPC	- Environmental Public Protection
F&A	- Finance & Administration
ECO	- Economic Development
GEN. GOV.	- General Government
EDU	- Education
HFS	- Health and Family Services
PER	- Personnel

- Values do not reflect workforce availability, which at time of reporting has not been established.

Figure 6: Comparison by Cabinets of the Percentage of Minorities and Females Needed

Cabinet Rankings as of 12/31/07



CABINETS

TRAN	- Transportation
JUS	- Justice
COMM	- Commerce
EPPC	- Environmental Public Protection
F&A	- Finance & Administration
ECO	- Economic Development
GEN. GOV.	- General Government
EDU	- Education
HFS	- Health and Family Services
PER	- Personnel

- Values do not reflect workforce availability, which at time of reporting has not been established.
- Values represent all EEO employment categories. Although HFS and PER cabinets have **successfully** reached the overall established goal of 10% minority & 52.42% female. Not all EEO categories within these cabinets have reached the overall goal.

EEO CATAGORIES

Statewide Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	3,080	224	7.27	YES	10.00%	1,308	42.47	YES	52.42%	84.0	306.6
EEO GRP 2: PROFESSIONAL	16,923	1,554	9.18	YES	10.00%	9,794	57.87	NO	52.42%	138.3	0.0
EEO GRP 3: TECHNICIANS	1,866	122	6.54	YES	10.00%	682	36.55	YES	52.42%	64.6	296.2
EEO GRP 4: PROTECT SERV WRKR	3,382	246	7.27	YES	10.00%	565	16.71	YES	52.42%	92.2	1207.9
EEO GRP 5: PARA PROFESSIONAL	2,345	360	15.35	NO	10.00%	1,853	79.02	NO	52.42%	0.0	0.0
EEO GRP 6: OFFICE & CLERICAL	2,253	175	7.77	YES	10.00%	1,849	82.07	NO	52.42%	50.3	0.0
EEO GRP 7: SKILLED WORKER	2,494	160	6.42	YES	10.00%	154	6.17	YES	52.42%	89.4	1,153.4
EEO GRP 8: SERVICE MAINTENANCE	1,814	258	14.22	NO	10.00%	695	38.31	YES	52.42%	0.0	255.9
EEO GRP 9: OTHER	3	0.0	0.0	NO	0.0	2	66.67	NO	52.42%	0.0	0.0
TOTAL	34,160	3,099	9.07			16,902	49.48				

Itemized Utilization Analysis and Tables

General Government Utilization Analysis

Minority and Female Utilization Data

The data contained in Figures 7 A-F reflects employment statistics from July 1, 2007 to December 31, 2007. This data for general government presents each department/board that met or exceeded the established minority and/or female utilization goals (according to EEO job category) as of December 31, 2007. The minority goal, reestablished in July 2004, is 10 percent. The female utilization goal, reestablished in June 1996, is 52.42 percent.

Figure 7-A

General Government Utilization Analysis⁷

Departments/Boards Satisfying Established Goals As Of December 31, 2007

EEO Job Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
<p style="text-align: center;">1 Officials & Administrators</p>	<ul style="list-style-type: none"> - Board of Nursing - Governor's Office of Minority Empowerment - Governor's Office of Energy Policy - Human Rights Commission - Office of the Governor 	<ul style="list-style-type: none"> - Auditor of Public Accounts - Board of Barbering - Board of Chiropractic Examiners - Board of Elections - Board of Hairdressers And Cosmetologists - Board of Optometric Examiners - Board of Physical Therapist - Board of Respiratory Care Practitioners - Commission on Women - Executive Branch Ethnic Commission - Governor's Office of Local Development - Governor's Office of Minority Empowerment - Governor's Scholars - Office of Homeland Security - Real Estate Commission - Registry of Election Finance - Secretary of State - State Treasurer - Unified Prosecutorial System

⁷ Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Figure 7-B

General Government Utilization Analysis⁸

Departments/Boards Satisfying Established Goals As Of December 31, 2007

EEO Job Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
<p>2 Professionals</p>	<ul style="list-style-type: none"> - Board of Embalmers & Funeral Home Directors - Board of Nursing - Department of Agriculture - Human Rights Commission - Office of the Governor - Real Estate Commission - Secretary of State 	<ul style="list-style-type: none"> - Auditor of Public Accounts - Board of Accountancy - Board of Auctioneers - Board of Barbering - Board of Embalmers & Funeral Home Directors - Board of Hairdressers & Cosmetologists - Board of Medical Licensure - Board of Nursing - Board of Physical Therapist - Commission on Women - Department of Agriculture - Department of Military Affairs - Department of Veterans Affairs - Governor's Office for Local Development - Governor's Office of Energy Policy - Governor's Scholars - Human Rights Commission - KY Infrastructure Authority - Military Affairs Commission - Office of the Governor - Office of Homeland Security - Office of State Budget Director - Personnel Board - Real Estate Commission - School Facilities Construction Commission - Secretary of State - State Treasurer

⁸ Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Figure 7-C

General Government Utilization Analysis⁹

**Departments/Boards Satisfying Established Goals As Of
December 31, 2007**

EEO Job Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
3 Technicians	<ul style="list-style-type: none"> - Board of Nursing - Real Estate Commission 	<ul style="list-style-type: none"> - Board of Hairdressers & Cosmetologists - Board of Medical License - Department of Veterans Affairs - Governor's Office for Local Development - Office of the Governor - Office of Homeland Security - Real Estate Commission - Registry of Election Finance - Secretary of State
4 Protective Service Workers		
5 Para Professionals	<ul style="list-style-type: none"> - Department of Agriculture 	<ul style="list-style-type: none"> - Board of Hairdressers & Cosmetologist - Board of Medical Licensure - Department of Agriculture - Department of Veteran Affairs - KY Infrastructure Authority - Office of the Attorney General

⁹ Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Figure 7-D

General Government Utilization Analysis¹⁰

Departments/Boards Satisfying Established Goals As Of December 31, 2007

EEO Job Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
<p style="text-align: center;">6 Office & Clerical Workers</p>	<ul style="list-style-type: none"> - Board of Dentistry - Department of Agriculture - Governor's Office of Minority Empowerment - Secretary of State 	<ul style="list-style-type: none"> - Agricultural Development Board - Auditor of Public Accounts - Board of Accountancy - Board of Auctioneers - Board of Barbering - Board of Chiropractic Examiners - Board of Embalmers & Funeral Home Directors - Board of Examiners & Registration of Architects - Board of Hairdressers & Cosmetologist - Board of Nursing - Board of Pharmacy - Department of Agriculture - Department of Military Affairs - Department of Veterans Affairs - Executive Branch Ethics Commission - Governor's Office for Local Development - Human Rights Commission

¹⁰ Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Figure 7-E

General Government Utilization Analysis¹¹

Departments/Boards Satisfying Established Goals As Of December 31, 2007

EEO Job Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
<p style="text-align: center;">6 Office & Clerical Workers (Continued)</p>		<ul style="list-style-type: none"> - Military Affairs Commission - Office of the Attorney General - Office of the Governor - Office of Homeland Security - Office of State Budget Director - Real Estate Commission - Registry of Election Finance - Secretary of State - State Treasurer - United and Prosecutorial System
<p style="text-align: center;">7 Skilled Worker</p>	<ul style="list-style-type: none"> - Board of Examiners & Registration of Architects - Department of Veteran Affairs 	<ul style="list-style-type: none"> - Board of Examiners and Registration of Architects - Board of Medical Licensure - Board of Nursing - Governor's Office for Local Development - Office of the Attorney General - Office of Homeland Security - Real Estate Appraising Board - Real Estate Commission - Secretary of State - State Treasurer

¹¹ Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Figure 7-A

General Government Utilization Analysis¹²

**Departments/Boards Satisfying Established Goals As Of
December 31, 2007**

EEO Job Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
8 Service Maintenance	- Department of Agriculture	- Department of Veteran Affairs

¹² Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Agricultural Development Board

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 2: PROFESSIONAL	13	0.0	0.0	YES	10.00%	6	46.15	YES	52.42%	1.3	0.9
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	14	0.0	0.0			7	50.00				

Auditor of Public Accounts

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	17	0.0	0.0	YES	10.00%	10	52.82	NO	52.42%	1.7	0.0
EEO GRP 2: PROFESSIONAL	109	8	7.34	YES	10.00%	67	61.47	NO	52.42%	2.9	0.0
EEO GRP 3: TECHNICIANS	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
EEO GRP 6: OFFICE & CLERICAL	4	0.0	0.0	YES	10.00%	4	100.00	NO	52.42%	0.4	0.0
TOTAL	131	8	6.11			81	61.83				

Board of Accountancy

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
EEO GRP 2: PROFESSIONAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	3	0.0	0.0			2	66.67				

Board of Auctioneers

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	3	0.0	0.0			2	66.67				

Board of Barbering

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 2: PROFESSIONAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	3	0.0	0.0			3	100.00				

Board of Chiropractic Examiners

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 2: PROFESSIONAL	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.0	NO	52.42%	0.1	0.0
TOTAL	3	0.0	0.0			2	66.67				

Board of Dentistry

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
EEO GRP 6: OFFICE & CLERICAL	1	1	100.00	NO	10.00%	0.0	0.0	YES	52.42%	0.0	0.6
TOTAL	3	1	33.33			1	33.33				

Board of Elections

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	3	0.0	0.0	YES	10.00%	2	66.67	NO	52.42%	0.3	0.0
EEO GRP 2: PROFESSIONAL	12	0.0	0.0	YES	10.00%	6	50.00	YES	52.42%	1.2	0.3
EEO GRP 3: TECHNICIANS	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
EEO GRP 8: SERVICE WORKER	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
TOTAL	17	0.0	0.0			8	47.06				

Board of Embalmers & Funeral Home Directors

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 2: PROFESSIONALS	2	1	50.00	NO	10.00%	2	100.00	NO	52.42%	0.0	0.0
EEO GRP 3: TECHNICIANS	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	4	1	25.00			3	75.00				

Board of Examiners & Registration of Architects

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 7: SKILLED WORKER	1	1	100.00	NO	10.00%	1	100.00	NO	52.42%	0.0	0.0
TOTAL	4	1	25.00			3	75.00				

Board of Hairdressers & Cosmetologist

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 2: PROFESSIONAL	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
EEO GRP 3: TECHNICIANS	8	0.0	0.0	YES	10.00%	8	100.00	NO	52.42%	0.8	0.0
EEO GRP 5: PARA PROFESSIONAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 6: OFFICE & CLERICAL	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
TOTAL	14	0.0	0.0			14	100.00				

Board of Medical Licensure

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
EEO GRP 2: PROFESSIONAL	12	0.0	0.0	YES	10.00%	8	66.67	NO	52.42%	1.2	0.0
EEO GRP 3: TECHNICIANS	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 5: PARA PROFESSIONALS	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
EEO GRP 7: SKILLED WORKER	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
TOTAL	19	0.0	0.0			14	73.68				

Board of Nursing

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	6	1	16.67	NO	10.00%	3	50.00	YES	52.42%	0.0	0.1
EEO GRP 2: PROFESSIONAL	36	8	22.22	NO	10.00%	34	94.44	NO	52.42%	0.0	0.0
EEO GRP 3: TECHNICIANS	1	1	100.00	NO	10.00%	0.0	0.0	YES	52.42%	0.0	0.6
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 7: SKILLED WORKER	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
TOTAL	46	10	21.74			40	86.96				

Board of Optometric Examiners

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	1	0.0	0.0			1	100.00				

Board of Pharmacy

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
EEO GRP 2: PROFESSIONAL	1	0.0	0.0	YES	10.00%	0	0.0	YES	52.42%	0.1	0.6
EEO GRP 3: TECHNICIANS	3	0.0	0.0	YES	10.00%	1	33.33	YES	52.42%	0.3	0.6
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	7	0.0	0.0			3	42.86				

Board of Physical Therapist

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 2: PROFESSIONAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	2	0.0	0.0			2	100.00				

Board of Registration for Professional Engineers & Land Surveyors

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
EEO GRP 2: PROFESSIONAL	9	0.0	0.0	YES	10.00%	4	44.44	YES	52.42%	0.9	0.8
TOTAL	10	0.0	0.0			4	40.00				

Board for Respiratory Care Practitioners

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 2: PROFESSIONAL	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
TOTAL	2	0.0	0.0			1	50.00				

Commission on Women

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 2: PROFESSIONAL	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
TOTAL	3	0.0	0.0			3	100.00				

Department of Agriculture

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	78	2	2.56	YES	10.00%	19	24.36	YES	52.42%	5.8	21.9
EEO GRP 2: PROFESSIONAL	75	8	10.67	NO	10.00%	40	53.33	NO	52.42%	0.0	0.0
EEO GRP 3: TECHNICIANS	120	2	1.67	YES	10.00%	20	16.67	YES	52.42%	10.0	42.9
EEO GRP 5: PARA PROFESSIONAL	3	1	33.33	NO	10.00%	3	100.00	NO	52.42%	0.0	0.0
EEO GRP 6: OFFICE & CLERICAL	12	2	16.67	NO	10.00%	12	100.00	NO	52.42%	0.0	0.0
EEO GRP 8: SERVICE MAINTENANCE	4	3	75.00	NO	10.00%	0.0	0.0	YES	52.42%	0.0	2.1
TOTAL	292	18	6.16			94	32.19				

Department of Military Affairs

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	53	1	1.89	YES	10.00%	9	16.98	YES	52.42%	4.3	18.8
EEO GRP 2: PROFESSIONAL	80	3	3.75	YES	10.00%	50	62.50	NO	52.42%	5.0	0.0
EEO GRP 3: TECHNICIANS	13	1	7.69	YES	10.00%	2	15.38	YES	52.42%	0.3	4.9
EEO GRP 4: PROTECT SERV WRKR	23	1	4.35	YES	10.00%	1	4.35	YES	52.42%	1.3	11.1
EEO GRP 6: OFFICE & CLERICAL	5	0.0	0.0	YES	10.00%	3	60.00	NO	52.42%	0.5	0.0
EEO GRP 7: SKILLED WORKER	34	1	2.94	YES	10.00%	0.0	0.0	YES	52.42%	2.4	17.9
EEO GRP 8: SERVICE MAINTENANCE	41	4	9.76	YES	10.00%	7	17.07	YES	52.42%	0.1	14.5
TOTAL	249	11	4.42			72	28.92				

Department of Veterans Affairs

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	34	1	2.94	YES	10.00%	15	44.12	YES	52.42%	2.4	2.9
EEO GRP 2: PROFESSIONAL	145	3	2.07	YES	10.00%	126	86.90	NO	52.42%	11.5	0.0
EEO GRP 3: TECHNICIANS	71	0.0	0.0	YES	10.00%	68	95.77	NO	52.42%	7.1	0.0
EEO GRP 4: PROTECT SERV WRKR	18	2	11.11	NO	10.00%	1	5.56	YES	52.42%	0.0	8.5
EEO GRP 5: PARA PROFESSIONAL	310	26	8.39	YES	10.00%	282	90.97	NO	52.42%	5.0	0.0
EEO GRP 6: OFFICE & CLERICAL	20	0.0	0.0	YES	10.00%	17	85.00	NO	52.42%	2.0	0.0
EEO GRP 7: SKILLED WORKER	16	2	12.50	NO	10.00%	3	18.75	YES	52.42%	0.0	5.4
EEO GRP 8: SERVICE MAINTENANCE	154	9	5.84	YES	10.00%	115	74.68	NO	52.42%	6.4	0.0
TOTAL	768	43	5.60			627	81.64				

Executive Branch Ethics Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 2: PROFESSIONAL	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	4	0.0	0.0			3	75.00				

Governor's Office of Energy Policy

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	8	1	12.50	NO	10.00%	3	37.50	YES	52.42%	0.0	1.2
EEO GRP 2: PROFESSIONAL	7	0	0.00	YES	10.00%	4	57.14	NO	52.42%	0.7	0.0
TOTAL	15	1	6.67			7	46.67				

Governor's Office of Minority Empowerment

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	1	100.00	NO	10.00%	1	100.00	NO	52.42%	0.0	0.0
EEO GRP 6: OFFICE & CLERICAL	1	1	100.00	NO	10.00%	0.0	0.0	YES	52.42%	0.0	0.6
TOTAL	2	2	100.00			1	50.00				

Governor's Office for Local Development

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	18	1	5.56	YES	10.00%	10	55.56	NO	52.42%	0.8	0.0
EEO GRP 2: PROFESSIONAL	37	3	8.11	YES	10.00%	21	56.76	NO	52.42%	0.7	0.0
EEO GRP 3: TECHNICIANS	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 6: OFFICE & CLERICAL	9	0.0	0.0	YES	10.00%	5	55.56	NO	52.42%	0.9	0.0
EEO GRP 7: SKILLED WORKER	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	66	4	6.06			38	57.58				

Governor's Scholars

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 2: PROFESSIONAL	1	0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	2	0	0.0			2	100.00				

Human Rights Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	7	5	71.43	NO	10.00%	3	42.86	YES	52.42%	0.0	0.7
EEO GRP 2: PROFESSIONAL	24	12	50.00	NO	10.00%	17	70.83	NO	52.42%	0.0	0.0
EEO GRP 6: OFFICE & CLERICAL	3	0.0	0.0	YES	10.00%	3	100.00	NO	52.42%	0.3	0.0
TOTAL	34	17	50.00			23	67.65				

KY Infrastructure Authority

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
EEO GRP 2: PROFESSIONAL	11	1	9.09	YES	10.00%	6	54.55	NO	52.42%	0.1	0.0
EEO GRP 3: TECHNICIANS	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
EEO GRP 5: PARA PROFESSIONALS	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	16	1	6.25			9	56.25				

Military Affairs Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
EEO GRP 2: PROFESSIONAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	3	0.0	0.0			2	66.67				

Office of the Attorney General

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	40	3	7.50	YES	10.00%	16	40.00	YES	52.42%	1.0	5.0
EEO GRP 2: PROFESSIONAL	159	11	6.92	YES	10.00%	80	50.31	YES	52.42%	4.9	3.3
EEO GRP 3: TECHNICIANS	4	0.0	0.0	YES	10.00%	2	50.00	YES	52.42%	0.4	0.1
EEO GRP 5: PARA PROFESSIONAL	3	0.0	0.0	YES	10.00%	3	100.00	NO	52.42%	0.3	0.0
EEO GRP 6: OFFICE & CLERICAL	11	0.0	0.0	YES	10.00%	11	100.00	NO	52.42%	1.1	0.0
EEO GRP 7: SKILLED WORKER	4	0.0	0.0	YES	10.00%	4	100.00	NO	52.42%	0.4	0.0
TOTAL	221	14	6.33			116	52.49				

Office of the Governor

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	9	1	11.11	NO	10.00%	1	11.11	YES	52.42%	0.0	3.8
EEO GRP 2: PROFESSIONAL	25	3	12.00	NO	10.00%	19	76.00	NO	52.42%	0.0	0.0
EEO GRP 3: TECHNICIANS	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
EEO GRP 6: OFFICE & CLERICAL	6	0.0	0.0	YES	10.00%	6	100.00	NO	52.42%	0.6	0.0
TOTAL	42	4	9.52			28	66.67				

The Office of Homeland Security

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	3	0.0	0.0	YES	10.00%	2	66.67	NO	52.42%	0.3	0.0
EEO GRP 2: PROFESSIONAL	4	0.0	0.0	YES	10.00 %	2	50.00	NO	52.42%	0.4	0.0
EEO GRP 3: TECHNICIANS	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00 %	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 7: SKILLED WORKER	1	0.0	0.0	YES	10.00 %	1	100.00	NO	52.42%	0.1	0.0
TOTAL	10	0.0	0.0			7	70.00				

Office of the Lieutenant Governor

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0.0	0.0	YES	10.00%	0.0	0.00	YES	52.42%	0.2	1.0
EEO GRP 2: PROFESSIONALS	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
TOTAL	4	0.0	0.0			1	25.00				

Office of State Budget Director

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	5	0.0	0.0	YES	10.00%	2	40.00	YES	52.42%	0.5	0.6
EEO GRP 2: PROFESSIONAL	23	2	8.70	YES	10.00%	13	56.52	NO	52.42%	0.3	0.0
EEO GRP 3: TECHNICIANS	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.0
EEO GRP 6: OFFICE & CLERICAL	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
TOTAL	32	2	6.25			18	56.25				

Personnel Board

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
EEO GRP 2: PROFESSIONAL	4	0.0	0.0	YES	10.00%	3	75.00	NO	52.42%	0.4	0.0
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
TOTAL	6	0.0	0.0			3	50.00				

Real Estate Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	4	0.0	0.0	YES	10.00%	3	75.00	NO	52.42%	0.4	0.0
EEO GRP 2: PROFESSIONAL	5	2	40.00	NO	10.00%	5	100.00	NO	52.42%	0.0	0.0
EEO GRP 3: TECHNICIANS	1	1	100.00	NO	10.00%	1	100.00	NO	52.42%	0.0	0.0
EEO GRP 6: OFFICE & CLERICAL	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
EEO GRP 7: SKILLED WORKER	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
TOTAL	14	3	21.43			13	92.86				

Real Estate Appraisers Board

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
EEO GRP 7: SKILLED WORKER	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	3	0.0	0.0			2	66.67				

Registry of Election Finance

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	3	0.0	0.0	YES	10.00%	2	66.67	NO	52.42%	0.3	0.0
EEO GRP 2: PROFESSIONAL	8	0.0	0.0	YES	10.00%	4	50.00	YES	52.42%	0.8	0.2
EEO GRP 3: TECHNICIANS	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 6: OFFICE & CLERICAL	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
TOTAL	14	0.0	0.0			9	64.29				

School Facilities Construction Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
EEO GRP 2: PROFESSIONAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	3	0.0	0.0			2	66.67				

Secretary of the Cabinet

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
TOTAL	1	0.0	0.0			0.0	0.0				

Secretary of State

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	5	0.0	0.0	YES	10.00%	3	60.00	NO	52.42%	0.5	0.0
EEO GRP 2: PROFESSIONAL	25	3	12.00	NO	10.00%	18	72.00	NO	52.42%	0.0	0.0
EEO GRP 3: TECHNICIANS	6	0.0	0.0	YES	10.00%	4	66.67	NO	52.42%	0.6	0.0
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 7: SKILLED WORKER	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	38	3	7.89			27	71.05				

State Treasurer

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	12	1	8.33	YES	10.00%	7	58.33	NO	52.42%	0.2	0.0
EEO GRP 2: PROFESSIONAL	18	1	5.56	YES	10.00%	12	66.67	NO	52.42%	0.8	0.0
EEO GRP 3: TECHNICIANS	2	0.0	0.0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.1
EEO GRP 6: OFFICE & CLERICAL	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 7: SKILLED WORKER	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	34	2	5.88			22	64.71				

Unified Prosecutorial System

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	6	0.0	0.0	YES	10.00%	4	66.67	NO	52.42%	0.6	0.0
EEO GRP 2: PROFESSIONAL	397	13	3.27	YES	10.00%	153	38.54	YES	52.42%	26.7	55.2
EEO GRP 4: PROTECT SERV WRKR	32	0.0	0.0	YES	10.00%	12	37.50	YES	52.42%	3.2	4.8
EEO GRP 6: OFFICE & CLERICAL	182	6	3.30	YES	10.00%	175	96.15	NO	52.42%	12.2	0.0
TOTAL	617	19	3.08			344	55.75				

Justice & Public Safety Cabinet Analysis

Justice & Public Safety Cabinet Minority Utilization Data

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007. The overall percentage of minorities employed during the reporting period decreased from 8.26 percent to 8.15 percent. The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization for the Justice and Public Safety Cabinet increased by 0.11 percent.¹³

The Justice & Public Safety Cabinet met minority employment goals in the EEO category of Paraprofessionals. The areas for opportunity include Administrators, Professionals, Technicians, Protective Service Workers, Office and Clerical Workers, Service Maintenance and Skilled Workers.

Justice & Public Safety Cabinet Female Utilization Data

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007. The overall percentage of females employed during the reporting period increased from 35.95 percent to 36.08 percent. The female hiring goal is 52.42 percent. Female utilization in the Justice and Public Safety Cabinet increased by 0.13 percent.¹⁴

The Justice & Public Safety Cabinet met female employment goals in the EEO categories of Technicians and Office and Clerical Workers. The areas for opportunity include Paraprofessionals, Administrators, Professionals, Protective Service Workers, Service Maintenance and Skilled Workers.

¹³ Minority hires increased from 658 to 663.

¹⁴ Female hires increased from 2,864 to 2,935.

Justice & Public Safety Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	436	35	8.03	YES	10.00%	178	40.83	YES	52.42%	8.6	50.6
EEO GRP 2: PROFESSIONALS	3,496	336	9.61	YES	10.00%	1,567	44.82	YES	52.42%	13.6	265.7
EEO GRP 3: TECHNICIANS	215	9	4.19	YES	10.00%	115	53.49	NO	52.42%	12.5	0.0

EEO GRP 3: TECHNICIANS	215	9	4.19	YES	10.00%	115	53.49	NO	52.42%	12.5	0.0
EEO GRP 4: PROTECT SERV WRKR	2,958	215	7.27	YES	10.00%	509	17.21	YES	52.42%	80.8	1,041.6
EEO GRP 5: PARA PROFESSIONAL	177	36	20.34	NO	10.00%	89	50.28	YES	52.42%	0.0	3.8
EEO GRP 6: OFFICE & CLERICAL	574	21	3.66	YES	10.00%	415	72.30	NO	52.42%	36.4	0.0
EEO GRP 7: SKILLED WORKER	215	9	4.19	YES	10.00%	46	21.40	YES	52.42%	12.5	66.8
EEO GRP 8: SERVICE MAINTENANCE	64	2	3.13	YES	10.00%	16	25.00	YES	52.42%	4.4	17.6
TOTAL	8,135	663	8.15			2,935	36.08				

Transportation Cabinet Analysis

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007.

Transportation Cabinet Minority Utilization Data

The overall percentage of Minorities employed during the reporting period increased from 7.34 percent to 7.56 percent. The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Transportation Cabinet increased by 0.22 percent.¹⁵

The Transportation Cabinet met minority employment goals in the EEO category of Office and Clerical. Areas for opportunity include Service Maintenance, Administrators, Professionals, Technicians, Protective Service Workers, Skilled Workers, and Paraprofessionals.

Transportation Cabinet Female Utilization Data

The overall percentage of females employed during the reporting period decreased from 19.66 percent to 19.37 percent. The female hiring goal is 52.42 percent. Female utilization in the Transportation Cabinet decreased by 0.29 percent.¹⁶

The Transportation Cabinet met female employment goals in the EEO category of Office and Clerical. Areas for opportunity include Paraprofessionals, Service Maintenance, Administrators, Professionals, Technicians, Protective Service Workers, and Skilled Workers.

¹⁵ Minority hires increased from 351 to 367.

¹⁶ Female hires remained the same at 940.

Transportation Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDE R UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	335	11	3.28	YES	10.00%	74	22.09	YES	52.42%	22.5	101.7
EEO GRP 2: PROFESSIONAL	1,714	151	8.81	YES	10.00%	588	34.31	YES	52.42%	20.4	310.5
EEO GRP 3: TECHNICIANS	342	14	4.09	YES	10.00%	64	18.71	YES	52.42%	20.2	115.3
EEO GRP 4: PROTECT SERV WRKR	6	0.0	0.0	YES	10.00%	1	16.67	YES	52.42%	0.6	2.2
EEP GRP 5: PARA PROFESSIONAL	82	9	10.98	NO	10.00%	25	30.49	YES	52.42%	0.0	18.0
EEO GRP 6: OFFICE & CLERICAL	167	27	16.17	NO	10.00%	89	53.29	NO	52.42%	0.0	0.0
EEO GRP 7: SKILLED WORKER	1,705	118	6.92	YES	10.00%	42	2.46	YES	52.42%	52.5	851.8
EEO GRP 8: SERVICE MAINTENANCE	503	37	7.36	YES	10.00%	57	11.33	YES	52.42%	13.3	206.7
TOTAL	4,854	367	7.56			940	19.37				

Economic Development Cabinet Analysis

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007.

Economic Development Cabinet Minority Utilization Data

The overall percentage of minorities employed during the reporting period increased from 9.82 percent to 9.91 percent. The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Economic Development cabinet increased by 0.09 percent.¹⁷

The Economic Development Cabinet met minority employment goals in the EEO categories of Professionals and Service Maintenance. The areas for opportunity include Administrators, Office and Clerical Workers, Skilled Workers, and Technicians.

Economic Development Cabinet Female Utilization Data

The overall percentage of females employed during the reporting period increased from 56.25 percent to 57.66 percent. The female hiring goal is 52.42 percent. Female utilization for the Economic Development Cabinet increased by 1.41 percent.¹⁸

The Economic Development Cabinet met female employment goals in the EEO categories of Professionals, Paraprofessionals, Office and Clerical Workers and Skilled Workers. The areas for opportunity include Administrators, Technicians and Service Maintenance.

¹⁷ Minority hires remained the same.

¹⁸ Female hires increased from 63 to 64.

Economic Development Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	41	3	7.32	YES	10.00%	15	36.59	YES	52.42%	1.1	6.5
EEO GRP 2: PROFESSIONAL	56	7	12.50	NO	10.00%	37	66.07	NO	52.42%	0.0	0.0
EEO GRP 3: TECHNICIANS	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
EEO GRP 5: PARA PROFESSIONALS	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 6: OFFICE & CLERICAL	9	0.0	0.0	YES	10.00%	9	100.00	NO	52.42%	0.9	0.0
EEO GRP 7: SKILLED WORKER	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
EEO GRP 8: SERVICE MAINTENANCE	1	1	100.00	NO	10.00%	0.0	0.0	YES	52.42%	0.0	0.6
TOTAL	111	11	9.91			64	57.66				

Finance & Administration Cabinet Analysis

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007.

Finance & Administration Cabinet Minority Utilization Data

The overall percentage of minorities employed during the reporting period increased from 8.54 percent to 8.70 percent. The minority hiring goal established on July 1, 2004 is 10%. Minority utilization in the Finance Cabinet increased by 0.16 percent, a steady progression toward the long-term goal for minority utilization.¹⁹

The Finance & Administration Cabinet met minority employment goals in the EEO categories of Service Maintenance, Office and Clerical, and Technicians. The areas for opportunity include Administrators, Professionals, Paraprofessionals, and Skilled Workers.

Finance & Administration Cabinet Female Utilization Data

The overall percentage of females employed during the reporting period increased from 48.43 percent to 48.45 percent. The female hiring goal is 52.42 percent. Female utilization in the Finance Cabinet decreased by 0.02 percent.²⁰

The Finance & Administration Cabinet met female employment goals in the EEO categories of Professionals, Paraprofessionals, and Office and Clerical Workers. The areas for opportunity include Administrators, Technicians, Service Maintenance and Skilled Workers.

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¹⁹ Minority hires decreased from 169 to 168.

²⁰ Female hires decreased from 958 to 935.

Finance & Administration Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	333	25	7.51	YES	10.00%	127	38.14	YES	52.42%	8.3	47.6
EEO GRP 2: PROFESSIONAL	1,040	85	8.17	YES	10.00%	597	57.40	NO	52.42%	19.0	0.0
EEO GRP 3: TECHNICIANS	236	29	12.29	NO	10.00%	98	41.53	YES	52.42%	0.0	25.8
EEO GRP 5: PARA PROFESSIONAL	46	0.0	0.0	YES	10.00%	31	67.39	NO	52.42%	4.6	0.0
EEO GRP 6: OFFICE & CLERICAL	93	13	13.98	NO	10.00%	55	59.14	NO	52.42%	0.0	0.0
EEO GRP 7: SKILLED WORKER	127	4	3.15	YES	10.00%	7	5.51	YES	52.42%	8.7	59.6
EEO GRP 8: SERVICE MAINTENANCE	55	12	21.82	NO	10.00%	20	36.36	YES	52.42%	0.0	8.9
TOTAL	1,930	168	8.70			935	48.45				

Commerce Cabinet Analysis

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007.

Commerce Cabinet Minority Utilization Data

The overall percentage of minorities employed during the reporting period increased from 6.48 percent to 6.63 percent.²¹ The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Commerce Cabinet increased by 0.15 percent.

The Commerce Cabinet met minority employment goals in the EEO category of Service Maintenance. The areas for opportunity include Administrators, Professionals, Technicians, Protective Service Workers, Office and Clerical Workers, Paraprofessionals and Skilled Workers.

Commerce Cabinet Female Utilization Data

The overall percentage of females employed during the reporting period increased from 39.80 percent to 39.90 percent. The female hiring goal is 52.42 percent. Female utilization in the Commerce Cabinet increased by 0.10 percent.²²

The Commerce Cabinet met female employment goals in the EEO categories of Office and Clerical Workers and Professionals. Areas for opportunity include Administrators, Service Maintenance, Technicians, Protective Service Workers, Paraprofessionals and Skilled Workers.

²¹ Minority hires decreased from 146 to 144.

²² Female hires increased from 856 to 867.

Commerce Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	213	15	7.04	YES	10.00%	70	32.86	YES	52.42%	6.3	41.7
EEO GRP 2: PROFESSIONALS	444	18	4.05	YES	10.00%	259	58.33	NO	52.42%	26.4	0.0
EEO GRP 3: TECHNICIANS	68	4	5.88	YES	10.00%	20	29.41	YES	52.42%	2.8	15.7
EEO GRP 4: PROTECT SERV WRKR	227	7	3.08	YES	10.00%	8	3.52	YES	52.42%	15.7	111.0
EEO GRP 5: PARA PROFESSIONAL	125	4	3.20	YES	10.00%	50	40.00	YES	52.42%	8.5	15.6
EEO GRP 6: OFFICE & CLERICAL	176	7	3.98	YES	10.00%	128	72.73	NO	52.42%	10.6	0.0
EEO GRP 7: SKILLED WORKER	259	12	4.63	YES	10.00%	20	7.72	YES	52.42%	13.9	115.8
EEO GRP 8: SERVICE MAINTENANCE	661	77	11.65	NO	10.00%	312	47.20	YES	52.42%	0.0	34.5
TOTAL	2,173	144	6.63			867	39.90				

Education Cabinet Analysis

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007.

Education Cabinet Minority Utilization Data

The overall percentage of minorities employed during the reporting period increased from 8.21 percent to 8.80 percent. The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization in the Education Cabinet increased by 0.59 percent.²³

The Education Cabinet met minority employment goals in the EEO categories of Administrators, Protective Service Workers, Paraprofessionals, Technicians, and Service Maintenance. The areas for opportunity include Professionals, Office and Clerical Workers and Skilled Workers.

Education Cabinet Female Utilization Data

The overall percentage of females employed during the reporting period decreased from 61.20 percent to 60.71 percent. The female hiring goal is 52.42 percent. Female utilization in the Education Cabinet decreased by 0.49 percent.²⁴

The Education Cabinet met female employment goals in the EEO categories of Administrators, Professionals, Paraprofessionals, Office and Clerical Workers. The areas for opportunity include Protective Service Workers, Technicians, Service Maintenance and Skilled Workers.

²³ Minority hires increased from 236 to 260.

²⁴ Female hires increased from 1760 to 1794.

Education Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	408	54	13.24	NO	10.00%	241	59.07	NO	52.42%	0.0	0.0
EEO GRP 2: PROFESSIONAL	2,045	151	7.38	YES	10.00%	1,270	62.10	NO	52.42%	53.5	0.0
EEO GRP 3: TECHNICIANS	124	13	10.48	NO	10.00%	45	36.29	YES	52.42%	0.0	20.1
EEO GRP 4: PROTECT SERV WRKR	8	1	12.50	NO	10.00%	1	12.50	YES	52.42%	0.0	3.2
EEO GRP 5: PARA PROFESSIONAL	79	10	12.66	NO	10.00%	58	73.42	NO	52.42%	0.0	0.0
EEO GRP 6: OFFICE & CLERICAL	165	15	9.09	YES	10.00%	150	90.91	NO	52.42%	1.5	0.0
EEO GRP 7: SKILLED WORKER	24	1	4.17	YES	10.00%	2	8.33	YES	52.42%	1.4	10.6
EEO GRP 8: SERVICE MAINTENANCE	102	15	14.71	NO	10.00%	27	26.47	YES	52.42%	0.0	26.5
TOTAL	2,955	260	8.80			1,794	60.71				

Environmental & Public Protection Cabinet Analysis

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007.

Environmental & Public Protection Cabinet Minority Utilization Data

The overall percentage of minorities employed during the reporting period increased from 6.02 percent to 6.39 percent. The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization in the Environmental & Public Protection Cabinet increased by 0.37 percent, a steady progression toward the long-term goal for minority utilization.²⁵

The Environmental & Public Protection Cabinet met minority employment goals in the EEO category of Service Maintenance. The areas for opportunity include Administrators, Professionals, Technicians, Office and Clerical Workers, Skilled Workers and Protective Service Workers.

Environmental & Public Protection Cabinet Female Utilization Data

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007. The overall percentage of females employed during the reporting period decreased from 40.66 percent to 40.42 percent. The female hiring goal is 52.42 percent. Female utilization in the Environmental & Public Protection Cabinet decreased by 4.24 percent.²⁶

The Environmental & Public Protection Cabinet met female employment goals in the EEO categories of Paraprofessionals and Office and Clerical Workers. The areas for opportunity include Administrators, Professionals, Technicians, Protective Service Workers, Service Maintenance and Skilled Workers.

²⁵ Minority hires increased from 172 to 188.

²⁶ Female hires increased from 1,162 to 1,190.

Environmental & Public Protection Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	446	16	3.59	YES	10.00%	150	33.63	YES	52.42%	28.6	83.8
EEO GRP 2: PROFESSIONAL	1,953	132	6.76	YES	10.00%	857	43.88	YES	52.42%	63.3	166.8
EEO GRP 3: TECHNICIANS	339	24	7.08	YES	10.00%	53	15.63	YES	52.42%	9.9	124.8
EEO GRP 4: PROTECT SERV WRKR	13	1	7.69	YES	10.00%	3	23.08	YES	52.42%	0.3	3.9
EEO GRP 5: PARA PROFESSIONAL	30	2	6.67	YES	10.00%	26	86.67	NO	52.42%	1.0	0.0
EEO GRP 6: OFFICE & CLERICAL	97	7	7.22	YES	10.00%	89	91.75	NO	52.42%	2.7	0.0
EEO GRP 7: SKILLED WORKER	51	3	5.88	YES	10.00%	10	19.61	YES	52.42%	2.1	16.8
EEO GRP 8: SERVICE MAINTENANCE	15	3	20.00	NO	10.00%	2	13.33	YES	52.42%	0.0	5.9
TOTAL	2,944	188	6.39			1,190	40.42				

Health & Family Services Cabinet Analysis

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007.

Health & Family Services Cabinet Minority Utilization Data

The overall percentage of minorities employed during the reporting period decreased from 14.04 percent to 13.99 percent. The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Health & Family Services decreased by 0.05 percent, a continual progression beyond the long-term goal for minority utilization.²⁷

The Health & Family Services Cabinet met minority employment goals in the EEO categories of Professionals, Technicians, Protective Services Workers, Office and Clerical Workers, Skilled Workers, Paraprofessionals, and Service Maintenance. The area for opportunity includes Administrators.

Health & Family Services Cabinet Female Utilization Data

The overall percentage of females employed during the reporting period decreased from 79.58 percent to 79.48 percent. The female hiring goal is 52.42 percent. Female utilization for the Health & Family Services Cabinet decreased by 0.10 percent.²⁸

The Health & Family Services Cabinet met female employment goals in the EEO categories of Paraprofessionals, Officials and Administrators, Professionals, Technicians, Office and Clerical Workers and Service Maintenance. The areas for opportunity include Skilled Workers and Protective Services Workers.

²⁷ Minority hires increased from 1,088 to 1,094.

²⁸ Female hires increased from 6,168 to 6,216.

Health & Family Services Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	455	40	8.79	YES	10.00%	280	61.54	NO	52.42%	5.5	0.0
EEO GRP 2: PROFESSIONAL	4,684	567	12.11	NO	10.00%	3,743	79.91	NO	52.42%	0.0	0.0
EEO GRP 3: TECHNICIANS	176	18	10.23	NO	10.00%	105	59.66	NO	52.42%	0.0	0.0
EEO GRP 4: PROTECT SERV WRKR	97	19	19.59	NO	10.00%	29	29.90	YES	52.42%	0.0	21.9
EEO GRP 5: PARA PROFESSIONAL	1,482	272	18.35	NO	10.00%	1,278	86.23	NO	52.42%	0.0	0.0
EEO GRP 6: OFFICE & CLERICAL	670	74	11.04	NO	10.00%	636	94.93	NO	52.42%	0.0	0.0
EEO GRP 7: SKILLED WORKER	44	9	20.45	NO	10.00%	6	13.64	YES	52.42%	0.0	17.1
EEO GRP 8: SERVICE MAINTENANCE	213	95	44.60	NO	10.00%	139	65.26	NO	52.42%	0.0	0.0
TOTAL	7,821	1,094	13.99			6,216	79.48				

Personnel Cabinet Analysis

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007.

Personnel Cabinet Minority Utilization Data

The overall percentage of minorities employed during the reporting period increased from 12.11 percent to 12.61 percent. The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization in the Personnel Cabinet increased by .50 percent, a continual progression beyond the long-term goal.²⁹

The Personnel Cabinet met minority employment goals in the EEO categories of Administrators, Professionals and Office and Clerical Workers. The areas for opportunity include Technicians and Paraprofessionals.

Personnel Cabinet Female Utilization Data

The overall percentage of females employed during the reporting period increased from 74.89 percent to 75.65 percent. The female hiring goal is currently 52.42 percent. Female utilization for the Personnel Cabinet increased by 0.76 percent.³⁰

The Personnel Cabinet met female employment goals in the EEO categories of Paraprofessionals, Administrators, Professionals, Technicians and Office and Clerical Workers.

²⁹ Minority hires increased from 27 to 29.

³⁰ Female hires increased from 167 to 174.

Personnel Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	36	6	16.67	NO	10.00%	21	58.33	NO	52.42%	0.0	0.0
EEO GRP 2: PROFESSIONALS	168	21	12.50	NO	10.00%	131	77.98	NO	52.42%	0.0	0.0
EEO GRP 3: TECHNICIANS	15	1	6.67	YES	10.00%	11	73.33	NO	52.42%	0.5	0.0
EEO GRP 5: PARA PROFESSIONAL	3	0.0	0.0	YES	10.00%	3	100.00	NO	52.42%	0.3	0.0
EEO GRP 6: OFFICE & CLERICAL	8	1	12.50	NO	10.00%	8	100.00	NO	52.42%	0.0	0.0
TOTAL	230	29	12.61			174	75.65				

Legislative Branch Analysis

The data contained in this report reflects employment statistics from July 1, 2007 through December 31, 2007.

Legislative Branch Minority Utilization Data

The Legislative Branch had an increase in minority utilization from 3.98 percent to 4.42 percent. The minority hiring goal, established on July 1, 2004, is 10 percent. The Legislative Branch has not met the minority employment goal for any EEO category. Areas for opportunity include Administrators, Professionals, Technicians, Skilled Workers, Office and Clerical Workers, and Other.

The General Assembly has not met the minority employment goal for any EEO category. The areas for opportunity in minority hiring include Technicians, Administrators, Professionals, Office and Clerical.

The Legislative Research Commission had an increase in minority utilization from 4.59 percent to 4.61 percent. The goal established on July 1, 2004 is 10 percent. The areas of opportunity include Administrators, Professionals, Technicians, Office and Clerical Workers and Skilled Workers and Other.

Legislative Branch Female Utilization Data

The Legislative Branch had an increase in female utilization resulting in achieving the established goal for female utilization. The goal established is 52.42 percent. The Legislative Branch had an increase in female utilization from 52.65 percent to 53.54 percent.

The Legislative Branch met female employment goals in the EEO categories of Administrators, Office and Clerical Workers and Other. Areas for opportunity include Professionals, Skilled Workers, and Technicians.

The General Assembly had an increase from 60 percent to 66.67 percent utilization in female employment. The General Assembly has achieved the established goal for female employment in Professionals, Technicians and Office and Clerical Workers; however; there is still opportunity in the area of Administrators.

The Legislative Research Commission had an increase from 52.31 percent to 53.00 percent utilization in female employment. The goal for female utilization is 52.42 percent. The Legislative Research Commission has met female employment goals in the EEO categories of Administrators, Office and Clerical Workers and Other. The areas of opportunity include Technicians, Professionals, and Skilled Workers.

Legislative Branch Utilization Tables

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	31	1	3.23	YES	10.00%	18	58.06	NO	52.42%	2.1	0.0
EEO GRP 2: PROFESSIONAL	66	4	6.06	YES	10.00%	33	50.00	YES	52.42%	2.6	1.6
EEO GRP 3: TECHNICIANS	108	5	4.63	YES	10.00%	56	51.85	YES	52.42	5.8	0.7
EEO GRP 6: OFFICE & CLERICAL	17	0.0	0.0	YES	10.00%	12	70.59	NO	52.42%	1.7	0.0
EEO GRP 7: SKILLED WORKER	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
EEO GRP 9: OTHER	3	0.0	0.0	YES	10.00%	2	66.67	NO	52.42%	0.3	0.0
TOTAL	226	10	4.42			121	53.54				

*The Legislative Branch includes the following departments: Legislative Research Commission and the General Assembly.

Legislative Research Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	29	1	3.45	YES	10.00%	18	62.07	NO	52.42%	1.9	0.0
EEO GRP 2: PROFESSIONALS	65	4	6.15	YES	10.00%	32	49.23	YES	52.42%	2.5	2.1
EEO GRP 3: TECHNICIANS	104	5	4.81	YES	10.00%	53	50.96	YES	52.42%	5.4	1.6
EEO GRP 6: OFFICE & CLERICAL	15	0.0	0.0	YES	10.00%	10	66.67	NO	52.42%	1.5	0.0
EEO GRP 7: SKILLED WORKER	1	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.1	0.6
EEO GRP 9: OTHER	3	0.0	0.0	YES	10.00%	2	66.67	NO	52.42%	0.3	0.0
TOTAL	217	10	4.61			115	53.00				

General Assembly

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0.0	0.0	YES	10.00%	0.0	0.0	YES	52.42%	0.2	0.1
EEO GRP 2: PROFESSIONALS	1	0.0	0.0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
EEO GRP 3: TECHNICIANS	4	0.0	0.0	YES	10.00%	3	75.00	NO	52.42%	0.4	0.0
EEO GRP 6: OFFICE & CLERICAL	2	0.0	0.0	YES	10.00%	2	100.00	NO	52.42%	0.2	0.0
TOTAL	9	0.0	0.0			6	66.67				

Utilization Trend Analysis

Female Utilization Trend Analysis

The trend analysis for females in the past 10 years represents a slow, steady progression. The female utilization goal is 52.42 percent. On June 30, 1998, the female employment utilization was 49.06 percent. (Figure 8) As of December 31, 2007, this utilization was 49.48 percent. The trend reflects a .42 percent increase in female employment utilization.

Minority Utilization Trend Analysis

The trend analysis for the minorities in the past 10 years represents a steady progression. The minority utilization goal is 10 percent. On June 30, 1998 there was 7.29 percent utilization in minority employment. (Figure 9) As of June 30, 2007, there was 9.07 percent minority employment utilization. The trend reflects a 1.78 increase in minority employment utilization.

Figure 8: Female Utilization Trend

Female Utilization for 1998-2007

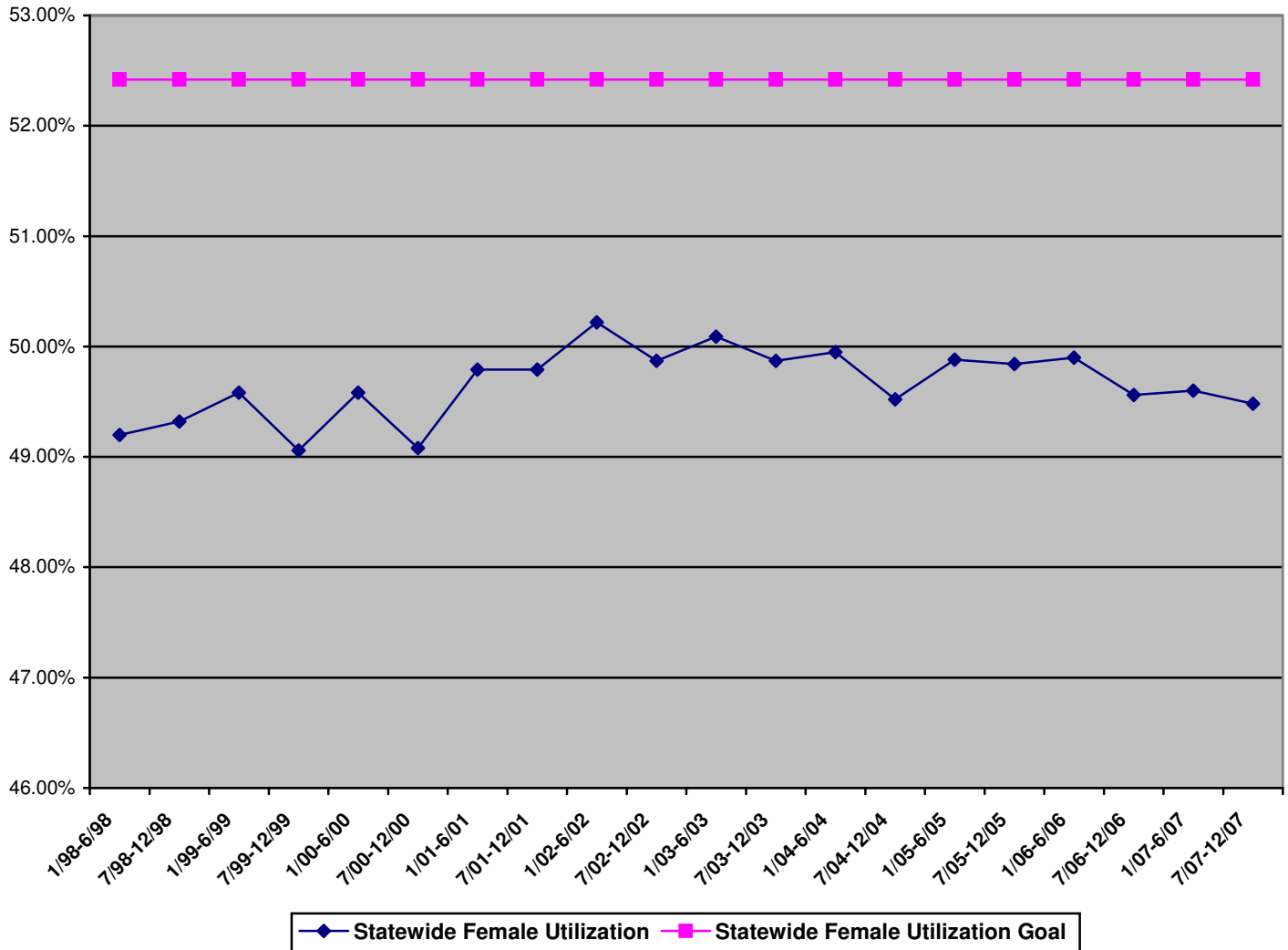
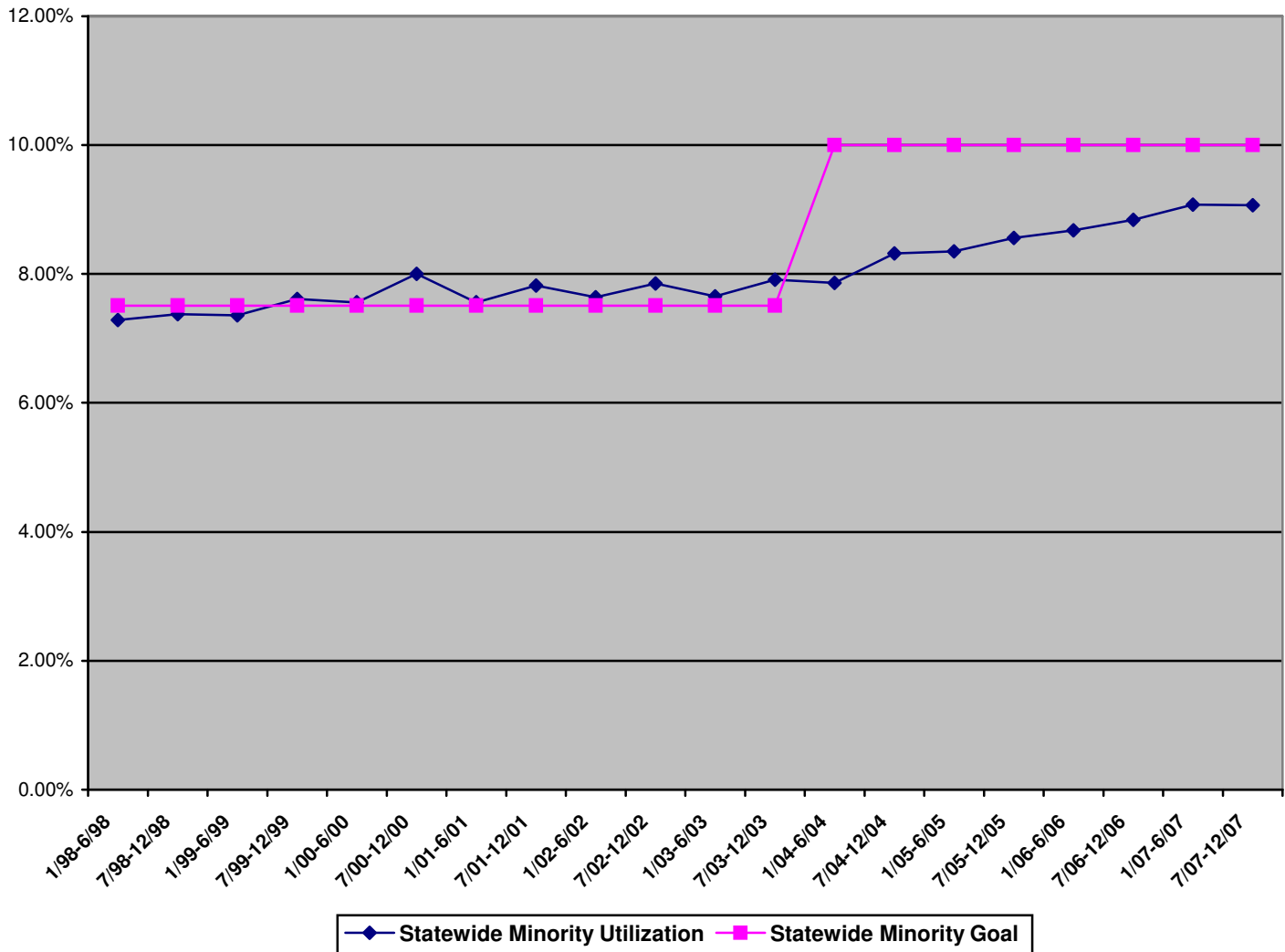


Figure 9: Ten Year Minority Utilization Trend

Minority Utilization for 1998-2007



Appendix A

EEO Job Categories

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers.

Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

Technicians: Occupations which require a combination of basic scientific or technical knowledge with manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers.

Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers.

Para Professionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers.

Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

Skilled Worker: Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repair people, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers.

Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.